



JOB DESCRIPTION

Job Title: Night Support Worker

Directorate: Adult Support Services

Reports to: Senior Support Worker

Location: As per contract

Hours: As per contract

Job Purpose: To be available between the hours of 10pm and 8am to support individual needs. To support and empower adults with a learning disability to enhance the quality of life, maximise potential and to continue to develop and promote independence skills within their own homes or within a supported unit.

Principal Accountabilities

1. Support and encourage service users to attend to self-care tasks and assist service users in accessing primary health care services to promote a healthy lifestyle.
2. Assist and encourage service users to attend to household tasks and to take responsibility for the cleanliness of their own rooms and communal areas to maintain a comfortable environment. Ensure staff and communal areas are kept clean and tidy.
3. Encourage service users to access community facilities and promote a positive community presence.
4. Ensure that care plans are accurate and implemented appropriately to give service users appropriate tailored support. Ensure all other relevant records are accurate and up to date.
5. Develop positive interpersonal relationships with service users providing support with problem solving and promoting self-reliance.
6. Ensure service users are protected from abuse. Respond to emergencies following guidelines and calling for assistance and reporting to senior staff as required.

CAMBRIDGESHIRE COUNTY COUNCIL

PERSON SPECIFICATION

Job Title: Night Support Worker (Respite & Supported Living)
Section: Learning Disability Partnership
Directorate: Adult Support Services
Reports to: Senior Support Worker
Grade: Scale 1d

Education, Qualifications & Training

Desirable:

- NVQ11 in Care or equivalent Care qualification or willingness to undertake
- Short courses (eg Sign on, Direct Care, H&S, First Aid, Moving and Handling, Protecting Vulnerable Adults from Abuse, Diversity Awareness, SCIP, Epilepsy, Food Hygiene Certificate etc)
- LDAF Award

Knowledge and Experience

Essential:

- Understanding of diversity awareness
- Understanding the principle of confidentiality
- Care work

Desirable:

- Residential work
- Day service provision
- Work with people from various cultures
- Personal care work
- Key working
- Work with carers
- Service user advocacy
- Work in the field of disabilities
- Working in the community
- Working with challenging behaviour
- 'Valuing People' white paper

Skills and Abilities

Essential:

Ability to:

- Promote service users' independence/autonomy
- Plan, prepare and evaluate individual development activities for



service users

- 'Move and Handle' (ie for physiotherapy and personal care tasks)
- Adapt to change on a daily basis, and on longer term as service develop and change
- Work as part of a team and independently
- Challenge and be challenged
- Think creatively
- Work unsupervised
- Communicate on a number of levels
- Identify potential risks

Skills in:

- Assertiveness
- Planning and organising
- Written and verbal communication at a number of levels
- Keeping accurate records

Attitudes

Essential:

- Awareness of own power in relation to service users
- Enthusiastic about enabling and empowering service users
- Awareness of own development needs
- Willingness to be trained
- Commitment to person centred service provision
- Commitment to community inclusion
- Willingness to adapt to the changing demands of the service
- Commitment to the principles of care
- Willingness to undertake minibs driver training and to transport Service Users

Circumstances

Essential:

- Ability to travel within the area
- Able to work nights 10pm – 8am

Desirable:

- Driving Licence

Attributes (referring to CCC Behaviours Framework)

Core Behaviours

- Respect for Others (Level 1) Is reliable and consistent in words and actions
- Self Confidence (Level 1) Shares knowledge and experience with others
- Teamwork and Co-operation (Level 1) Is always courteous in dealing with colleagues and service users



- Customer Focus (Level 1) Presents a positive image of self and Council to customers/ colleagues
- Planning and Organising (Level 1) Is willing to respond to reasonable requests beyond normal routine
- Problem Solving and Decision making (Level 1) Recognises when to make a decision and when to seek advice

Role Specific:

- Effective Communication (Level 1) Knows what to communicate and when
- Initiative (Level 1) Responds to routine or day to day problems as they present themselves
- Striving for Excellence (Level 1) Consistently meets job criteria, set standards and deadlines

* Please note that for linked grades, appointment or progression to *Scale 2* is dependent upon NVQ qualification and keyworking.

